

# Safeguarding Policy



**Group B Strep  
Support**

Group B Strep Support recognise safeguarding as a key governance priority for all charities, regardless of size, type or income, and not just those working with those groups who have traditionally been considered to be vulnerable or 'at risk'; namely children and young people and vulnerable adults.

Group B Strep Support is committed to ensuring the safety and wellbeing of all its Trustees, employees, freelancers, volunteers and service users.

## The policy aims to:

Promote and prioritise the safety and wellbeing of all employees, volunteers and others who come into contact with Group B Strep Support.

Provide assurance that we take reasonable steps to manage safeguarding risks.

Ensure that everybody understands their roles and responsibilities with regards to safeguarding matters.

Ensure that appropriate action is taken in the event of any allegations or suspicions of harm from contact with the Group B Strep Support employees or volunteers.

This policy applies to all who work and volunteer for Group B Strep Support.

## Principles

Legislative protection exists to ensure the safeguarding of those who are typically considered to be vulnerable or at risk of abuse or neglect. This includes:

- Children and young people under 18 years of age.
- Adults (aged 18 and over) who are considered to be vulnerable or at risk.

Group B Strep Support will take all reasonable steps to safeguard and protect its service users from abuse or mistreatment by those working or volunteering for us. We will take all reasonable steps to protect from harm all service users, employees, volunteers, those connected with our activities, and those who come into contact with us.

Group B Strep Support will take a risk-based approach to manage safeguarding concerns. Safeguarding will be built into our risk management processes by ensuring issues of safeguarding are considered as part of the risk assessment process.

Safeguarding will be included on our risk registers and will be kept under review by our Board of Trustees to which risk matters are reserved.

Group B Strep Support will ensure appropriate due diligence is undertaken on its partners, donors and when recruiting staff and volunteers, including Trustees.

## Responsibilities

Trustees have responsibility to ensure an appropriate Safeguarding policy is in place.

The Senior Management Team has responsibility to ensure that:

- the policy is accessible
- the policy is implemented
- the policy is reviewed every 3 years (or earlier if there is a change in the relevant legislation)

The Designated Safeguarding Lead is the Chief Executive who has responsibility for:

- Ensuring staff have access to appropriate training/information
- Receiving staff concerns about safeguarding and respond to all seriously, swiftly and appropriately
- Keeping up to date with local arrangements for safeguarding and DBS
- Taking forward concerns about responses

The scope of this Safeguarding Policy is broad ranging and in practice, it will be implemented via a range of policies and procedures within the organisation. These include:

- Whistleblowing
- Grievance procedure
- Disciplinary procedure
- Health and Safety policy
- Equal Opportunities policy
- Data protection
- Confidentiality
- Staff induction
- Staff training

## Taking action

An employee, service user, volunteer or another person who has come into contact with Group B Strep Support who has suspicions or concerns that safeguarding malpractice has occurred, shall contact the Chief Executive or Chair of Trustees. Should they feel unable to raise their concerns with Group B Strep Support's Chief Executive or Chair of Trustees, they should contact one of the charity's Trustees or a member of the Senior

Management Team. If they feel unable to raise their concerns with the charity directly, they may raise the issue with the Charity Commission.

Group B Strep Support recognises its duty to report concerns or allegations against its staff within the organisation or by a professional from another organisation. Group B Strep Support will ensure serious safeguarding incidents are reported adequately and appropriately to the Charity Commission. Reports to other external authorities, police and regulators will be made as is appropriate to the safeguarding incident. Decisions regarding whether reports to external authorities, other than the Charity Commission, will be fully risk assessed and not made if they are likely to cause further harm to the victim/survivors, or due process or the rule of law is not reasonably assured. A report will be made in any event and will include an explanation of the charity's decisions on other external reporting.

## Monitoring

Group B Strep Support will monitor the following Safeguarding aspects:

- Recruitment practices
- References applied for new staff
- Training
- Monitoring whether concerns are being reported and actioned
- Checking that policies are up to date and relevant
- Reviewing the current reporting procedure in place
- Presence and action of Designated Safeguarding Lead responsible for Safeguarding is in post

## Managing information

Information will be gathered, recorded and stored in accordance with the Data Protection Policy and Confidentiality Policy.

All staff must be aware that they have a professional duty to share information with other agencies in order to safeguard children and vulnerable adults. The public interest in safeguarding children and vulnerable adults may override confidentiality interests. However, information will be shared on a need to know basis only, as judged by the Designated Safeguarding Lead.

All staff must be aware that they cannot promise service users or their families/ carers that they will keep secrets.

## Reviewing the Policy

This policy will be reviewed by the Governance Committee every three years and when there are changes in legislation.

Approved by Board October 2021  
Next review: October 2024